

majority report and to adopt the minority report; and that the whole matter was now open for formal consideration by the Commissioners:

WHEREUPON, AFTER FULL DISCUSSION, IT WAS RESOLVED:—

"That the Toronto Electric Commission are unable to accept or to approve of the recommendations of the majority report of the Board of Conciliation recently appointed in connection with the matters at issue between the Commission and certain of its employees for reasons which are set forth in the minority report of the said Board and for other cogent reasons; that they hereby approve of and adopt the recommendations of the minority report of the said Board of Conciliation, subject, however, to the following amendments, namely:—

- (1) In lieu of "Recommendation No. 1" the following provision is adopted:

"The scale of wages established as from 1st May, 1914, under the recommendations of the Report of the Board of Conciliation dated 13th June, 1914, shall continue in force until the 30th day of April, 1917, that is, for a period of three years from the time they became effective, and from the 1st day of May, 1917, an increase of 5 per cent. upon the said scale of wages shall be granted to the various classes of employees to whom the Report applies;"

- (2) In lieu of "Recommendation No. 5" the following provision is adopted:

"This award shall continue in force until the 1st day of May, 1918, and on which date it may be terminated by either party giving the other thirty days prior notice in writing of its intention so to do; provided, however, that if such notice of termination be not given by either party to the other, it shall continue in force for a further period of one year, terminating on the 1st day of May, 1919, subject to termination by the said date on like notice, failing which it shall continue in force for a further period of one year, and so on from year to year, subject always from year to year to the said notice of termination;"

- (3) In lieu of "Recommendation No. 13" the following provision is adopted:

"Merit shall be at all times and under all circumstances the sole and exclusive ground for promotion in the service, subject, however, to the condition that in cases where candidates for promotion are in the judgment of the Commissioners of equal merit, preference shall be given to the candidate having the longest term of continuous service to his credit;"

and that the Chairman be and he is hereby authorized to communicate the terms of this resolution to the employees and the Union in question, and to take all necessary steps to secure the maintenance of an uninterrupted service to the public." (Carried).